

## **EDWIN H. BENN**

### **OFFICE:**

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### **DATE OF BIRTH:**

April 26, 1949

### **EDUCATION:**

B.S. - University of Illinois (1970)  
J.D. - Washington University (1973)

### **BAR ADMISSIONS:**

United States Supreme Court  
Supreme Court of Illinois  
United States Courts of Appeal for the Fifth, Sixth, Seventh,  
Eighth and District of Columbia Circuits  
United States District Court for the Northern District of Illinois

### **APPOINTMENTS AND CERTIFICATIONS:**

National Academy of Arbitrators  
Fellow, The College of Labor and Employment Lawyers  
Federal Mediation and Conciliation Service Labor Panel  
American Arbitration Association Labor Panel  
American Arbitration Association Multiemployer Pension Plan  
Amendments Act Panel  
State of Illinois Department of Central Management Services and  
American Federation of State, County and Municipal  
Employees  
United States Postal Service and American Postal Workers Union,  
Central Region (Regular and Expedited Panels for Contract  
and Discipline)  
United States Postal Service and National Postal Mail Handlers  
(Regular Contract and Discipline);  
United States Postal Service and National Association of Letter  
Carriers Expedited Panel (Contract and Discipline)  
City of Chicago and American Federation of State, County and  
Municipal Employees  
City of Chicago Police Department and Fraternal Order of Police  
Lodge 7  
National Mediation Board Referee - National Railroad Adjustment  
Board (First, Second, Third and Fourth Divisions), Public  
Law Boards and Special Boards of Adjustment

Chicago Board of Education and Chicago Teachers Union  
AT&T and International Brotherhood of Electrical Workers  
National Football League and National Football League Players  
Association  
National Hockey League and National Hockey League Players  
Association  
Arena Football League and Arena Football League Organizing  
Committee/Arena Football League Players Association  
Chicago Transit Authority and Amalgamated Transit Union Locals  
241 and 308  
Pace West Division and Amalgamated Transit Union Local 241  
City of Highland Park, Illinois and Highland Park Firefighters  
Association Local 822  
State of Iowa and Iowa United Professionals  
General Mills, Inc. and American Federation of Grain Millers  
Apartment Building Owners and Managers Association of Illinois  
and Local 25, S.E.I.U.  
Building Owners and Managers Association of Chicago and  
S.E.I.U. Local 1  
Chicago Cubs and Local 25, S.E.I.U.  
Reilly Industries and Local 135 I.B.T.  
Alaska Airlines and Association of Flight Attendants  
Verizon Wireless and Communications Workers of America  
Ormet Aluminum and United Steelworkers of America  
Illinois Educational Labor Relations Board (arbitrator, mediator,  
fact-finder)  
Illinois State and Local Labor Relations Boards (arbitrator,  
mediator, fact-finder)  
Illinois State Board of Education Teacher Dismissal Panel  
Center For Employment Dispute Resolution - Mediator/Arbitrator  
Illinois State Board of Education Level II Special Education  
Placement Appeals  
National Association of Securities Dealers  
New York Stock Exchange  
Illinois Pollution Control Board hearing officer

**ARBITRATION/MEDIATION EXPERIENCE:**

As an arbitrator has issued over 3500 decisions since 1986.

Public and private sectors. Discipline and discharge, interest, seniority, management rights, job bidding and assignment, discrimination (handicap, race, sex), reasonable accommodation, work rules, attendance, layoff, wage rates, overtime, representation, testing, drug and alcohol testing, vacation, plant movement, performance of bargaining unit work, benefits, subcontracting, college and public sector contract mediation, sports, special education placement appeals.

**EMPLOYMENT HISTORY:**

Arbitrator - 1986 to present.

Partner in the firm of Asher, Pavalon, Gittler, and Greenfield, Ltd., Chicago, Illinois (employed 1978 - 1985). Duties included general representation of labor organizations. Clients included various local unions of the Fraternal Order of Police, International Brotherhood of Teamsters, Service Employees International Union, International Brotherhood of Electrical Workers, United Food and Commercial Workers, United Union of Roofers, Glaziers, Bricklayers, Sprinklerfitters, Cement Lime & Gypsum Workers, United Rubber Workers, National Association of Letter Carriers, Railroad Yardmasters of America and the American Federation of Musicians along with various related benefit funds.

Trial Attorney, National Labor Relations Board, Region Thirteen, Chicago, Illinois (employed 1973 - 1978). Classified as a trial specialist.

**LECTURER/SPEAKER/PUBLICATIONS:**

Arbitration 2005 The Evolving World of Work, Proceedings of the 58th Annual Meeting National Academy of Arbitrators, "A Ride Into the Legal Abyss" (BNA, 2006), 321-347

National Academy of Arbitrators - "A Case Study In How The Courts Affect Arbitrators And Arbitration In The Public Sector: Illinois And The Public Policy Exception" (May, 2005)

National Academy of Arbitrators - "Public Policy In Arbitration And Arbitrating Statutory Employment Discrimination Claims" (May, 2001)

National Academy of Arbitrators - "A Pragmatic Look At The Profession Of Labor Arbitration" (January, 1998)

Interest Arbitration - "Selecting Comparable Communities", Kent Law School Symposium On Public Sector Labor Relations Law (October, 1997) (also published in Illinois Public Employee Relations Report (Fall, 1998))

Northern Illinois University, Division of Public Administration - 30th Anniversary Interest Arbitration in Illinois After 10 years (1994)

Labor Management Studies - "Discipline and Discharge in the Unionized Workplace" (1994)

American Arbitration Association - 1993 Advocacy Institute

National Practice Institute - 1992 National Conference on Labor Arbitration (Sexual Harassment).

Chicago Bar Association - Arbitration Practice (1991).

National Practice Institute - 1991 National Conference on Labor Arbitration.

Society of Professionals in Dispute Resolution - "Drugs in the Workplace" (1990)

IIT Chicago Kent College of Law Fifth Annual Illinois Public Labor Relations Law Program - "Trends In Interest Arbitration" (1989).

Illinois Public Employer Labor Relations Association - "Common Mistakes Made In Arbitration" (1989).

National Practice Institute - 1988 National Conference on Labor Arbitration.

University of Illinois Institute of Labor and Industrial Relations, "Techniques in Preparing Submissions before Neutrals on Section III, Railway Labor Act and Public Law Board Grievances" (1987).

Loyola University of Chicago, Institute of Industrial Relations, Lecturer of Industrial Relations (1986).

110th Illinois State Bar Association Annual Meeting - "Representation of Public Employers, Public Employees and Public Employee Unions" (1986).

Mid-America Regional Bargaining Association - "The Legal Aspects of Bargaining" (1986).

Southern Methodist University/Bureau of National Affairs Symposium, "The Labor Board at Mid-Century - Establishment and Disestablishment of Representation" (1985).

Chicago Bar Association, Young Lawyers Section - "Defending Duty of Fair Representation Suits" (1985).

Illinois Institute For Continuing Legal Education - "Representation Case Law" (1984).

American Bar Association Annual Meeting - Sections of Labor and Employment Law and General Practice - "Defending Discrimination Suits" (1984).

International Foundation of Employee Benefit Plans (1984).

State of Illinois Legislative Subcommittee On Prison Labor (1984).

Roosevelt University Labor Studies Program (1979 - 1985).

Lawyers for the Performing Arts (1981).

Executive Enterprises Seminar - Developments Under Title VII (1980).

National Labor Relations Board - Trial training instructor (1977 - 1978).

Indiana University Northwest - Labor Relations Law (1975).

## **FEES**

\$1300 per day. Cancellation fee of one day for hearings canceled or postponed 30 days or less prior to set date.